



**HUMAN RELATIONS COMMISSION
REGULAR MEETING**

**November 9, 2015
MINUTES**

**City Hall Kiva Forum
3939 N. Drinkwater Blvd
Scottsdale, AZ 85251**

- PRESENT:** James Campbell, Chair
Joseph Ettinger, Commissioner
Laurie Coe, Commissioner
Daria Lohman, Commissioner
Andrew Song, Commissioner (arrived 5:44 p.m.)
- ABSENT:** Ragan Grossman, Vice-Chair
Ricoh Danielson, Commissioner
- STAFF:** Sharon Cini
David Simmons
- GUESTS:** Florita Campbell
Ted Ciccone, Scottsdale Center for Performing Arts

CALL TO ORDER/ ROLL CALL

Chair Campbell called the meeting to order at 5:01 p.m.

Members present as noted above

Chair Campbell welcomed Commissioner Lohman.

Commissioner Lohman introduced herself and spoke about her interest in the issue of diversity.

1. Approval of minutes from the October 12, 2015 meeting

COMMISSIONER LOHMAN MOVED TO APPROVE THE OCTOBER 12, 2015 HUMAN RELATIONS COMMISSION REGULAR MEETING MINUTES. COMMISSIONER ETTINGER SECONDED THE MOTION, WHICH CARRIED BY A VOTE OF FOUR (4) TO ZERO (0). COMMISSIONER SONG WAS NOT PRESENT. VICE-CHAIR GROSSMAN AND COMMISSIONER DANIELSON WERE ABSENT.

2. Public Comment

There were no members of the public who wished to speak.

3. Presentation, discussion and recommendation regarding community diversity event, "Out at SMOCA"

Ted Ciccone, Director of Marketing and Audience Engagement, Scottsdale Center for Performing Arts, gave a presentation discussing the Scottsdale Museum of Contemporary Art (SMoCA) event "Called Out". The event would support the Scottsdale Cultural Council's mission and values by being geared towards giving the LGBT community an opportunity to meet in Old Town Scottsdale and enjoy innovative art exhibitions at SMOCA, network while enjoying happy hour snacks, listen to community announcements, and participate in a raffle. It is envisioned that the event would occur quarterly with the first one being scheduled the first part of 2016. The event would be funded through the Cultural Council's audience development budget. The City of Scottsdale and the Human Relations Commission can help by agreeing to support the event through marketing and creating awareness and in turn would be recognized on marketing materials. Mr. Ciccone is working with David Simmons on the planning process and will reach out to ONE Community about a possible partnership.

COMMISSIONER ETTINGER MOVED TO OFFER SUPPORT TO THE SCOTTSDALE CENTER FOR PERFORMING ARTS IN THEIR DIVERSITY PROGRAMS. COMMISSIONER LOHMAN SECONDED THE MOTION, WHICH CARRIED BY A VOTE OF FOUR (4) TO ZERO (0). COMMISSIONER SONG WAS NOT PRESENT. VICE-CHAIR GROSSMAN AND COMMISSIONER DANIELSON WERE ABSENT.

4. Presentation and discussion regarding the UNITY Pledge outreach plan report to City Council members

Sharon Cini presented the UNITY Pledge outreach report, reporting that since 2014 a total of 390 Scottsdale residents have signed the pledge as well as 281 Scottsdale-based businesses representing approximately 24,200 employees. A campaign letter was sent from the City Council to residents through utility bills, reaching an estimated 66,000 people. The goal of outreach was to have a key measurement of the plan and to identify partners in the community. Ms. Cini noted that the report includes community feedback; information outlining other resources and networking opportunities that are being utilized to share information on the UNITY Pledge; and Office of Communications data regarding social media results.

Brief discussion ensued regarding the method of gathering signatures and the percentage of response over the three-month period, which was approximately one percent.

Ms. Cini noted that funding has come from the Office of Diversity budget. The Council report a recommendation that if City Council wishes to continue with outreach activities, the City allocate alternate funding; that the Mayor and Council issue a public service message reiterating that the City supports non-discrimination and commitment to equality, inclusiveness, and fair treatment to all citizens of Scottsdale; and recommends that information on the UNITY Pledge continue to be presented to the various City boards, commissions, and task forces. The report will be presented to City Council on November 17th as part of the non-discrimination work study session.

5. Presentation, discussion and recommendation regarding the City's Diversity and Inclusion framework and goals (3-year plan)

Sharon Cini presented the vision for diversity and inclusion initiatives that the City will follow over the next three years. She reviewed the City of Scottsdale's mission, vision, Council priority, and the Diversity and Inclusion purpose statement. The citywide diversity and inclusion three-year plan goals include:

- 1) Help Scottsdale become a more diverse workforce
- 2) Train the workforce to be skilled at working inclusively
- 3) Demonstrate the City's commitment to serving our community's diverse needs.

She briefly reviewed the four layers of diversity. Ms. Cini noted that the third goal is a focus area for the Human Relations Commission and the areas in which Commissioners can work with staff and Council.

6. Presentation, discussion and recommendation regarding the Human Relations Commission's focus for the year and review of upcoming HRC annual report criteria

Sharon Cini presented the draft annual report that will be presented to City Council. The report outlines Commissioner attendance, service dates, ethics training, and upcoming opportunities, challenges and outcomes. The report documents activities of the Commission over the past year, the vision of the Commission for the upcoming years, and issues that the Commission supports. She asked that Commission members forward any recommendations or suggestions to her. Ms. Cini noted that City employees are now being required to participate in a diversity training session.

Chair Campbell suggested that Commissioners take an opportunity to meet one-on-one with Councilmembers and the Mayor to discuss diversity issues.

Commissioner Lohman suggested that the Commission review and give input on the diversity training modules that are being taught to employees.

COMMISSIONER SONG MOVED THAT COMMISSIONERS MEET INDIVIDUALLY WITH COUNCIL MEMBERS TO DISCUSS DIVERSITY ISSUES. COMMISSIONER COE SECONDED THE MOTION, WHICH PASSED BY A VOTE OF FIVE (5) TO ZERO (0). VICE-CHAIR GROSSMAN AND COMMISSIONER DANIELSON WERE ABSENT.

Chair Campbell requested that staff provide the Commission with a priority listing of City department managers and commissions. Ms. Cini suggested that the Commission plan

ahead and determine whether there are any points of common interest that could be discussed as part of a presentation or meeting with individual City departments, boards, and commissions.

Commissioner Coe suggested that the Human Relations Commission could offer information to be included as part of the Scottsdale 101 program.

7. Presentation, discussion and recommendation to staff liaison regarding Civil Dialogue event "Interfaith community dialogue" on January 27, 2016

Chair Campbell reviewed the list of speakers from various faith communities that have been invited to speak thus far. Brief discussion ensued regarding roadblocks that have been encountered in communication with some potential speakers, focus points of the forum, and suggestions for additional faith communities that are part of Scottsdale's demographics.

Ms. Cini noted that Zak Ebrahim is the speaker for the 2016 Martin Luther King, Jr. celebration dinner. He speaks on the topic of speaking out against terrorism and spreading his message of peace and nonviolence. This speaker's topic would complement the interfaith dialogue topic of the Civil Dialogue event. The Civil Dialogue event will be packaged with the MLK Dinner as part of the marketing campaign.

Ms. Cini suggested that the Commission consider creating visual aids that include religious symbols for the marketing of the Interfaith Civil Dialogue.

8. Presentation, discussion and recommendation to staff liaison regarding research and information pertaining to the immigration and refugee population in U.S. and Arizona

Commissioner Ettinger reviewed the information and statistics that he has obtained dealing with immigrants seeking asylum and in particular those coming from the Middle East into the United States and how it might impact the City of Scottsdale. One point of interest he noted was that in order to lessen the fear of deportation, illegal immigrants can obtain a special visa if they report and are found to be a victim of a crime. He noted that in order to achieve entry they must prove that they fear that they will be persecuted because of race, religion, nationality, membership in a particular social group, or for political opinion. States that are dealing with immigration are expending additional resources on linguistic specialists and systems for checking validity of claims. He said that the federal government has recently placed the cost of dealing with immigrants on local communities.

Commissioner Ettinger suggested that an informational report be prepared for submission to City Council outlining particular concerns and possible impacts to the City of Scottsdale.

Commissioner Lohman said that the Unitarian Universalist Church in partnership with the International Rescue Committee has created a refugee assistance program intended to broaden outreach to refugees in the greater Phoenix area. She suggested that the City could contact the organization as part of the research efforts.

It was the consensus of the Commission to ask Commissioner Ettinger to continue his research.

9. Staff updates regarding upcoming diversity events and activities

Sharon Cini noted that during the Mayor's Committee on Employment of People with Disabilities Awards Ceremony five \$1,000 scholarships were awarded and Ricoh Danielson received the Entrepreneur of the Year award.

Ms. Cini attended the National Diversity and Inclusion Conference in October. The focus of the conference was measurable and strategic focus with discussion from major businesses on their diversity and inclusion network.

Ms. Cini noted that today is Native American Heritage Day and November is Native American Heritage Month. She said that her lineage is Hopi and Navajo and her clans are Tsen'ji'kini from the Cliff Dwellers/Honeycomb Clan, Fire Clan from the Hopi Tribe, the Honaghaahnii, and the Hopi Sun Clan from her grandfathers.

Wednesday, November 11th is Veterans Day. The City will be sponsoring an event in Civic Center Mall with keynote speaker Congressman David Schweikert at 11:00 a.m. and a Veteran's Day Commemoration at McCormick-Stillman Railroad Park beginning at 3:00 p.m.

Ms. Cini noted that the Commission packet includes a copy of the City Council report that has been submitted to Council for the work study session scheduled on November 17th. There will be an opportunity for five public comments during the regular Council meeting and another opportunity for five public comments during the study session.

The Bahi Faith Community Center is hosting a Human Rights Day Celebration on December 13th at 6910 E. Shea Boulevard. The theme of the event is mass migration of refugees and the organic unity of humankind.

Upcoming events include the Scottsdale Leadership luncheon and the Martin Luther King Celebration Dinner. Ms. Cini will contact Commissioners who are interested in attending the events about getting tickets.

Ms. Cini noted that David Simmons updates the Office of Diversity on LGBT activities and events on an ongoing basis. Staff is working on putting together a calendar of events of all topics that the Commission might be interested in.

10. Report from the Chair

Chair Campbell attended the Mayor's Committee on Employment of People with Disabilities Awards Ceremony.

11. Commissioner Items

Commissioner Song attended the ONE Community luncheon. He said that it offered opportunities to make connections and reach out to community members about LGBT issues.

Commissioner Coe attended the ONE Community luncheon. She is looking forward to working on the upcoming Diversity event.

Commissioner Ettinger said he looks forward to attending the MLK Dinner.

12. Discussion regarding the draft agenda for the next meeting, and dates, times and topics for upcoming meetings

The next meeting is scheduled for December 14th and will be held at an alternate location to the Kiva.

ADJOURNMENT

With no further business to discuss, being duly moved and seconded, the meeting adjourned at 6:38 p.m.

Respectfully submitted,
A/V Tronics, Inc. DBA AVTranz